

OUTLOOK

A WEEKLY NEWSPAPER FOR FACULTY AND STAFF AT THE UNIVERSITY OF MARYLAND AT COLLEGE PARK

OCTOBER 14, 1991
VOLUME 6, NUMBER 7

Layoff Letters Scheduled to Go Out This Week

This is the first of a two-part series. Next week's *Outlook* will contain additional details of the university's layoff plan not available at the time of this writing.

As the result of the continuing economic downturn in the state, the university has now been forced to let go some of its employees. On October 15, layoff letters to less than 100 employees will be delivered. The layoff action, unprecedented in university history, was taken in response to the most recent budget cut of \$4.3 million.

The word that university layoffs were imminent surfaced two weeks ago. In a letter notifying unit heads that job searches were suspended, President William E. Kirwan expressed his concern that further cuts might be necessary this year. He announced that he was suspending all job searches until further notice, with reinstatement only possible by appeal to his office through the appropriate vice president. Declaring that soon the university would have to initiate a program of employee layoffs, he said, "I do not believe it is appropriate to allow searches for any but the most essential positions during a period when others could lose

their jobs." When notified that jobs would have to be terminated, the president asked appropriate campus offices to find all possible means of assisting those whose jobs were slated for termination.

This week, those slated to lose their jobs—numbering less than 100—learned via letters from their department heads that their jobs will end. The number correlates directly to the loss of 178 FTE positions returned to the state in FY '92, with an additional 68 FTE lines targeted for return to the state in fiscal '93.

On advice from the cabinet, the president made all policy decisions relating to layoffs, allocating to each vice president the number of positions to be eliminated. Each vice president passed this information on to division or unit heads, who made the ultimate decision on candidates for layoff in a variety of ways.

To monitor the progress of the layoffs and identify important policy issues for the president's consideration, Provost J. Robert Dorfman appointed a coordinating committee, called the working group, headed by Sylvia Stewart (See adjoining box for members.) "We were not appointed to set

policy or create rules," explains Stewart. "The group's charge is to help coordinate the layoff effort, making sure people follow the schedule and identifying issues that the cabinet should resolve," she says.

All those who have lost a job will receive a three-part package of information to help them through the process. The first part is designed to ensure that employees understand their rights and are able to deal with such technical issues as understanding their health insurance, credit union issues, unemployment benefits and other similar information," says Director of Personnel Dale Anderson.

The second part is designed to provide personal counseling through the Counseling Center, while the third relates to job search and guidance activities through the Career Placement Center, which will help each person in an individual job search. In addition, the Personnel Department will appoint an individual contact person for each person receiving a termination notice, to help them take advantage of the range of services provided

continued on page 3

INSIDE

New Center for Young Children Planned

October 1992 move is anticipated 3

Engineering Professor Celebrates 50 Years of Teaching

Shreeve begins second half-century at College Park 4

Annapolis Slave Artifacts Shed New Light on Rituals

Archaeological discoveries suggest continuity with African rites 5

Women, Gender and Race to be Topic of Summer Institute

Curriculum Transformation Project plans fourth summer faculty program 7

Comprehensive Quality Improvement Program Gets Underway

An 18-member steering committee broadly representative of the campus community has met regularly since July. Its goal? To develop a plan that will bring total quality improvement to all aspects of the College Park campus.

The move is part of the university's continued striving to reach the highest levels of achievement in teaching, research and service to both its internal and external "customers," a term used frequently when discussing quality improvement nationally.

Quality improvement is a management philosophy widely adopted in the private sector, especially by some of the nation's leading firms including IBM, Xerox, American Express and Motorola. It places the highest priority on customer satisfaction by improving the quality of products and services, productivity, and employee job satisfaction while holding down costs.

"Total quality is a means of focusing organizations on the requirements of their internal and external constituents and then consistently elevating the quality of services and products to meet those requirements," notes President



George Dieter,
Chair of the quality
improvement steering
committee

William E. Kirwan. "I believe the university can benefit by applying quality improvement concepts to our service and academic areas, especially at a time when we are forced to operate with far fewer resources."

The quality improvement steering committee, chaired by Engineering Dean George Dieter, (see sidebar) has outlined some preliminary plans and will meet with focus groups of faculty, staff, students and alumni early this month to hear comments from members of the campus community. A final

continued on page 2

Conference Workshops Focus on "Customer Satisfaction"

The Maryland Center for Quality and Productivity and the American Society for Quality Control will host the sixth annual awards conference, "Customer Satisfaction: The Cornerstone of Total Quality," Tuesday, Oct. 22 at the Maritime Institute in Linthicum Heights, Md. The full-day agenda includes workshop sessions that focus on customer satisfaction issues and tools and techniques by which companies can implement total quality efforts. The Sarbanes-Mikulski Senate Productivity Awards and the Maryland Center Quality Awards also will be presented.

President's Opinion Appears in Baltimore *Sun*

Higher Ed Is Hurting

WILLIAM E. KIRWAN

College Park. Governor Schaefer's and the General Assembly's bold 1988 initiative to elevate the quality of the state's public higher educational institutions has been dealt a serious, perhaps fatal, blow by the state's flagging economy. Included in their design for higher education was the enhancement of the College Park campus as the state's flagship university with, as the enabling legislation states, "programs and faculty nationally and internationally renowned for the quality of their scholarship," an institution that admits "highly qualified students who have academic profiles that suggest exceptional ability."

The governor and the General Assembly clearly expected that College Park would serve as the magnet to keep Maryland's brightest students from leaving the state for education elsewhere and that it would be an intellectual resource, assisting the state's efforts to spawn economic growth and address the major societal issues of our day.

In 1988, after decades of steady progress, College Park was poised to fulfill these ambitious goals. Over the ensuing years, new resources have resulted in a series of extraordinary faculty appointments — six members of the National Academy of Sciences in the past two years and a score of renowned scholars in the arts and humanities and in the professional schools. The engineer-

ing and business schools both have received national recognition recently by being listed among the nation's best. Federally sponsored research now exceeds \$110 million a year, one of the highest totals of all the universities in the country. Average SAT scores have jumped 100 points in less than five years. Clearly, the state's vision for College Park is within grasp.

But the devastating impact of declining state revenues and the resulting budget reductions now threaten to wipe out these gains. Public higher education has had a series of cuts, which at College Park now total \$39.4 million from a 1990 base of \$242.7 million. And we will reduce that total by another \$4.3 million. The accumulated effect will be a reduction of 18 percent.

The responses to this situation usually take one of two forms: "Other states are cutting higher education" or "Times are tough, everyone is feeling the pinch." These statements, while true, ignore some unassailable facts.

First, despite the common perception, Maryland's public universities have been hit much harder than those in most other states in the Mid-Atlantic region. The closest to Maryland is Virginia at 17 percent. North Carolina's cut to higher education in this period totaled 8 percent. Because of tax increases, Pennsylvania and Delaware have

THE SUN

October 5, 1991

avoided any cuts to their higher-education institutions. In most other regions of the nation, higher-education expenditures may have not risen, but relatively few institutions have received significant cuts.

The second point is that quality in higher education is not developed the way it is in business or, for that matter, in state agencies. The time line is much longer. The great universities of America were built through an inexorable process of steadily improving faculty appointments that attract an ever more talented student body. Indeed, there is no distinguished American university today what was not so described in 1950.

If Maryland loses the opportunity it now has for the advancement of its flagship campus and other public universities, it could be a decade or more before we are again in a position to achieve the level of excellence envisioned in the 1988 Higher Education Reorganization Act. The best quality will leave. Our brightest students will follow. The state's "brain drain" — on the verge of reversing to Maryland's benefit — will again turn toward other states. Simply put, outstanding faculty and students will seek academic homes in states where educational quality counts, and the process of building both the reality and the perception of public higher education in Maryland will have to begin anew.

Although the hour is late, there is an alternative to this distressing scenario. The citizens of Maryland could send a signal that educational excellence is important to the state. By our actions, we — as a state — could say that in education, an area so vital to our future, we will not play second fiddle to Virginia, North Carolina and other states.

Two steps that could yet salvage the situation are: first, dedicate a portion of increased tax revenues to funding the recently developed, comprehensive Maryland Higher Education Commission's Statewide Plan for Higher Education; and, second, to ensure the public that its investment is well spent, hold the universities publicly accountable for improvements through the development of regents-approved institution-specific accountability plans.

Perhaps there are other steps that should be considered, but without some such action, those haunting words of John Greenleaf Whittier: "for of all the sad words of tongue or pen the saddest are these — 'it might have been'," could well become the epitaph for the hopes and dreams for Maryland higher education, so grandly formulated just three years ago.

William E. Kirwan is president of the University of Maryland at College Park.

Commitment to Total Quality Made

continued from page 1

report outlining the implementation strategy of a comprehensive campus-wide quality improvement program will be submitted to the president in November.

The report will set forth the purpose and vision of the university and the strategies for implementing quality improvement over a five-year period. It will focus on customer satisfaction, training, measurement and accountability, behavioral standards, rewards and

recognition, and annual campus-wide goals.

"We want this to be a comprehensive document that reflects our vision as a university," Dieter says. "Unlike some other universities where total quality concepts are being explored, College Park is unique in that it has a strong commitment from the very top. It has been initiated at the highest level—the president. What we hope will happen is that this commitment to total quality will cascade down through the entire institu-

tion, not just in the administrative and service sectors but in academic affairs as well."

President Kirwan and his cabinet have received 25 hours of total quality training. Members of the steering committee also have received extensive training.

Quality Improvement Steering Committee Members

George Dieter, Dean of the College of Engineering, chairs the steering committee.

Other members include: Frank Brewer, Director, Physical Plant; Margaret Bridwell, Director, Health Services; Linda Clement, Director, Undergraduate Admissions; Brenda Dixon, Assistant Director, Personnel Services; Sharon Fries-Britt, Assistant to the Vice President for Student Affairs; Ray Gillian, Assistant to the President; Eugene Hammond, Acting Chair, Department of English; Charles Kendig, Maryland Center for Quality & Productivity, College of Business and Management; and

Robert Krapfel, Associate Professor, College of Business and Management.

Also: James Osteen, Director, Stamp Student Union; Scott Palmer, Vice President, SGA; Leonard Raley, Assistant Vice President, Institutional Advancement; Jonathan Rood, Director, Communication Services; Linda Scovitch, Executive Administrative Aide, Student Affairs; Charles Sturtz, Vice President for Administrative Affairs; and Thomas Tuttle, Maryland Center for Quality & Productivity.

OUTLOOK

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

Kathryn Costello	Vice President for Institutional Advancement
Roz Hiebert	Director of Public Information & Editor
Linda Freeman	Production Editor
Lisa Gregory	Staff Writer
Tom Otwell	Staff Writer
Gary Stephenson	Staff Writer
Fariss Samarral	Staff Writer
Beth Workman	Staff Writer
Jennifer Bacon	Calendar Editor
Judith Blair	Art Director
John Consoli	Format Designer
Stephen Darrou	Layout & Illustration
Chris Paul	Layout & Illustration
Al Danegger	Photography
Linda Martin	Production
Kerstin Neteler	Production Intern

Letters to the editor, story suggestions, campus information & calendar items are welcome. Please submit all material at least three weeks before the Monday of publication. Send it to Roz Hiebert, Editor Outlook, 2101 Turner Building, through campus mail or to University of Maryland, College Park, MD 20742. Our telephone number is (301) 405-4621. Electronic mail address is outlook@pres.umd.edu. Fax number is (301) 314-9344.

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Dorfman to be Featured Speaker, Kirwan to Hold Question and Answer Session at Oct. 17 Campus Senate Meeting

J. Robert Dorfman, vice president for academic affairs and provost, will be the featured speaker at the next Campus Senate meeting on Thursday, Oct. 17 from 3:30 to 6:30 p.m. in Room 0126 of Reckord Armory. President William E. Kirwan is also on the agenda for a question and answer session. For further information, call the Campus Senate office at 405-5805.

NEWS

New Building Planned for Childcare Center

Approval of plans for the Center for Young Children's (CYC) new facility are imminent, and staff, parents and children look forward to an October 1992 move-in date.

Since its September 1988 opening, the child care program has resided in a former dining hall. The 80 children served there receive the best care available anywhere, yet the need for a better facility is obvious.

The greatest area of concern is the paint peeling from windows. The Department of Environmental Safety has declared lead levels well within acceptable limits. But the Maryland Department of Human Resources requires correction of the condition for license renewal, and correction has been estimated at \$300,000. Until the move occurs in October 1992, window areas are restricted and monitoring continues, says CYC director June Wright.

With dining hall acoustics and partitions serving as area dividers, noise is another concern. The noise is the best kind—chatter and laughter from happy children—but it precludes activities such as professional videotaping, says Wright.

According to Wright, professional videotaping is essential to fulfill-

ment of two of the CYC's four goals: to provide a center for research in early education and child development; and to provide a model of excellence for child care to Maryland and the nation.

Wright believes there is a tremendous need for research. "In the past, child care was custodial, not educational," she explains. "But the need exists to meet the emotional, social and cognitive needs of these children who are spending eight to 10 hours a day in child care centers."

Providing licensed, quality child care to the families of the university community and providing a site for the training of early childhood educators are two CYC goals that have always been attained.

According to Wright, the University of Maryland is a model for early childhood education, but even the attainment of the child care and educator training goals will be enhanced through the new facility.

Located next to the tennis courts behind Caroline Hall, the new building will feature classrooms opening onto a room to be used for several purposes, including large muscle activities during inclement weather, observation, and profes-

sional training.

In keeping with the CYC's research goals, classrooms will be equipped to transmit audio into observation rooms and video into conference rooms and College of Education classrooms.

"This new building will open up the potential and possibility for a variety of research methodologies, which will in turn make the Center for Young Children attractive for research funding," says Carol Seefeldt, a Department of Human Development professor focusing on grant proposals and research for the CYC.

According to Warren Kelley, director of budget analysis, construction of the \$1.1 million facility will be financed through a bond issued by the University System. The bond will be repaid through campus operating resources earmarked for this purpose.

Additional funds needed to equip the CYC with a stove, refrigerator and other equipment and supplies will come in part from the University's Faculty/Staff Annual Fund and from grants that will be sought for observation, recording and other equipment essential to research.

Beth Workman



Children at play at the University's Center for Young Children

Job Cutbacks to Take Place

continued from page 1

by the campus and to assure that they fully understand their rights.

As to these rights, there is a difference between the rights of classified and those of associate staff. Classified staff have reinstatement rights, but according to a policy approved by the Board of Regents, associate staff are not automatically entitled to similar job rights. In response, Anderson says, "Though the policy doesn't guarantee the right of an associate staff person to step into a vacant job automatically, we are encouraging departments to give consideration to those laid off as opportunities occur."

The current series of layoffs is

limited to classified and associate staff, but this may not be the case come next fiscal year. Some of the positions slated for reversion to the state next year may include non-tenured faculty positions, according to Provost Dorfman. "We have looked at every conceivable method of cutting back positions of non-instructional staff. In the process, we have tried to protect the academic environment to the greatest extent possible. This year it has been necessary to make drastic reductions in the academic portion of the budget. The speed with which changes occur makes it imprudent to predict specific actions for next year. We are looking at a number of different approaches and will inform the

campus when we have made definite decisions."

"We have done everything in our power to avoid layoffs, including furlough days, cuts in major non-instructional programs and imposing student tuition surcharges," says President Kirwan.

"The state's budget crisis is having a devastating effect on the entire university, and there is no way to avoid some harmful and unpleasant actions. We will continue to press for strategies to increase state revenues and to devote a portion of such revenues to supporting public higher education. In the meantime, we will do everything in our power to provide help to staff who have lost their jobs."

Roz Hiebert

Layoff Working Group

Sylvia Stewart, Administrative Affairs, convener
Dale Anderson, Department of Personnel
Dennis Blumer, Legal Office
Marie Davidson, President's Office
Stu Edelstein, representing colleges
Sharon Fries-Britt, Student Affairs
Warren Kelley, Office of Resource, Planning and Budget
Bob Munn, Academic Affairs
Karen Phillips, CfAR, departmental rep.
Deborah Read, Institutional Advancement

CALCE Electronic Packaging Research Center Becomes NSF Center of Excellence

The Computer Aided Life Cycle Engineering (CALCE) Electronics Packaging Research Center will receive \$1 million over a four-year period from the National Science Foundation as part of NSF's State-Industry/University Cooperative Research Centers (S/IUCRC) program.

The state of Maryland and the center's 20 industrial and government partners also will provide matching fund support.

The S/IUCRC program is an effort to boost local and regional economies. NSF and state govern-

ments have joined with universities and industries to support basic and applied research, promote technology advancement, and encourage technology transfer activities.

The College Park center will focus on developing and optimizing design techniques for reliable, low-cost and unique electronic packaging systems.

Michael Pecht, associate professor of mechanical engineering, with a joint appointment with the Systems Research Center and the Engineering Research Center, is the director. He says that as a result of

the NSF grant, the center has been renamed—the CALCE Electronics Packaging Research Center (EPRC). It includes electrical, mechanical, chemical and reliability engineers and computer scientists who form an interdisciplinary team.

In addition to College Park, Case Western Reserve, Michigan State, SUNY Binghamton, Missouri and North Carolina State have received funding to support their S/IUCRCs. The centers may be renewed for an additional four years.

CIBER Seminar on Ethiopia to be Held

The Center for International Business Education and Research (CIBER) will present a seminar on "Ethiopia: Current Conditions and Development Opportunities" Wednesday, Oct. 16. Led by Lemma Senbet, William E. Mayer Professor of Finance in the College of Business and Management, the seminar begins at 3 p.m. in Room 1109 in the Center of Adult Education. The seminar is free and open to the public. For details, call 405-2136.

Charles A. Shreeve: A Second Half Century of Service and Teaching



Charles A. Shreeve

Charles A. Shreeve, Jr. is entering his second half century. No, he's not celebrating another birthday. Instead, he's beginning his 51st year of teaching in the College of Engineering.

A professor emeritus of mechanical engineering, Shreeve this fall is teaching a section of ENME 405, "Energy Conversion Design," to about 25 engineering students. He also teaches ENME 425, "Internal Combustion Engines."

"I'm having fun," he says. "As long as they've got something for me to do, I'll keep on doing it."

Reflecting on his 50 years at College Park, Shreeve says one of the most dramatic changes has been the cost of text books. When he started teaching in September 1940, an engineering text might cost as much as \$6. Today, he says, pointing to a copy of *Powerplant Technology*, the book he uses for his class, the cost is \$68. "That's one of the biggest changes I've seen."

The widespread availability of personal computers and pocket calculators has changed the way courses are taught, he adds. "You don't see slide rules much anymore."

Computers also have facilitated research, he says. "In the old days we each taught five courses, 15 credit hours a semester. There was no time to do research."

Shreeve, who earned his degree from Johns Hopkins University, was 27 when he was hired by President H.C. "Curley" Byrd.

"I'll hire you for one year," he recalls Byrd telling him. "We don't keep anybody from Hopkins for more than a year."

Shreeve joined the faculty emeritus ranks in 1976. But before doing so, he was chair of the Department of Mechanical Engineering for 13 years from 1959 to 1972. "I hired most of the senior guys in the department," Shreeve says, among them the former chair William Fournery and the new chair Davinder Anand.

When he started teaching, the department had ten faculty members. There are 50 now. In 1940, the entire university student population numbered 3,500. Today, in the College of Engineering alone there are some 4,000 graduate and undergraduate students.

"Curley would hold a meeting with all the deans one day a week," Shreeve remembers. "The next day, the deans would meet with their faculty. We got information from the president to the faculty in just two days. We didn't have to read about it in *The Diamondback*."

Some things haven't changed. For the past 48 years Shreeve has lived in the same Drexel Road house, about a mile's walk from campus. "Commuting to work is nothing," he says. But now he and his wife want to sell.

Getting their house ready for the market has involved some house-keeping. From his own personal library, Shreeve has donated 40 engineering books to the college's library and more than 350 general interest books to the Prince George's County Library. "I've still got about that many at home," he says.

"I like what I'm doing," says Shreeve, who has three sons, six grandchildren and one great grandchild. "It's a question of getting up in the morning. If you don't, all systems stop."

Tom Otwell

"Mr. History" Named Prince Georgian of the Year



Prince Georgian of the Year Fred DeMarr

Fred DeMarr, the Stamp Union's coordinator of public functions, is widely and affectionately known as Prince George's County's "Mr. History." He is called on frequently to answer countless questions on county history by students, teachers, journalists, historians and even county executives.

Because of his extraordinary commitment as a volunteer to preserve the oral, written and building legacy of the county, he was named one of ten 1991 Prince Georgians of the Year.

A native of Mount Rainier and a resident of Hyattsville, DeMarr has devoted more than 20 years to

helping preserve the history of the county.

He served as president of the Prince George's County Historical Society from 1972 to 1984, launching the annual Saint George Day Dinner and the Society's monthly newsletter, and founding its library.

Once a single shelf of books, the Society's library now numbers thousands of volumes as well as a large collection of photographs, pamphlets, clippings and manuscripts. Over the years, DeMarr has developed the library into one of the most important resources for the study of county history.

In the early 1970s, DeMarr served as historical advisor to the Prince George's Jaycees during the restoration of the George Washington House in Bladensburg. He also served on the Prince George's Historical and Cultural Trust in its early days and has long been a member of the Board of Directors of the Prince George's County Hall of Fame.

He also served on a Citizen Advisory Committee to formulate the Historical Sites and Districts Plan where his input was vital in establishing the official list of historic sites.

Bowie State Students Take up Residence at College Park

More than 60 students from Bowie State University are living on the College Park campus this semester, the result of a first-ever agreement between housing officials at the two University of Maryland System schools. The Bowie State students attend classes on their own campus and travel by bus to and from College Park.

Bowie State lacks sufficient campus housing to accommodate the demand from its students. Last summer, an agreement was reached to rent Carroll Residence Hall to Bowie State. Because undergraduate enrollment at College Park has been reduced in recent years, Carroll and other residence

halls near the School of Architecture Building have been occupied only as needed.

"This is the first time we have rented our on-campus housing facilities to any other university or group while our own students are on campus," says Patricia Mielke, Resident Life director at College Park. "This agreement is an example of close cooperation, of mutual benefit, and of developing good working relationships with our colleagues at another System institution."

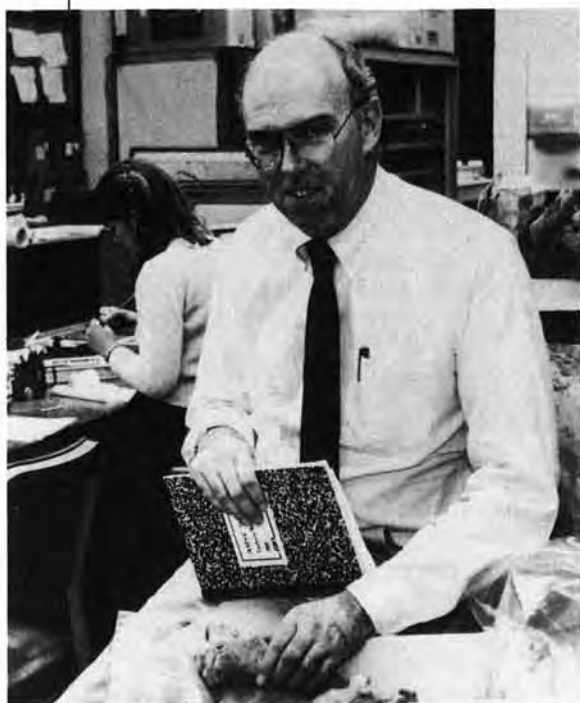
Bowie State officials wanted a building in which only their students would reside. The Carroll Hall arrangement "allows these stu-

dents to have an on-campus experience which we could not provide them on our own campus," notes Renardo Hall, Housing and Residence Life director at Bowie State.

The Bowie State students have the same access to College Park facilities and services as campus visitors and guests do. They can shop in the University Book Center and along with the general public purchase tickets for athletic events, theatre performances and other events. As students at a System institution, they are entitled to the many services of the health center and libraries at College Park.

On Friday, Oct. 18 at 8 p.m., the University of Maryland Chorale, under the direction of Roger Folstrom, will present a fall concert of music ranging from the purity of Palestrina to the sophistication of Cole Porter. The 76-voice chorale will also sing the *Dixit Dominus* from Mozart's Vespers, Irish folk music, and a selection of spirituals. No tickets are needed for this free concert, which will be held in Tawes Recital Hall. Call 405-5548 for information.

Artifacts Suggest that Slaves Continued to Observe African Rituals



Mark Leone

Archaeological artifacts believed to be used in African religious rituals by early 19th century slaves have been discovered at a dig site in Annapolis, Maryland, according

to Mark Leone, professor of anthropology and project director of Archaeology in Annapolis.

The finding of clear quartz crystals, a dark polished stone, coins and bone disks discovered at the Charles Carroll House in Annapolis may be evidence that some aspects of African cultures, religious traditions and beliefs survived among slaves in America despite efforts by white society to quash them, says Leone.

The Carroll family was active in the slave trade, and a number of their slaves came from Sierra Leone, on the coast of West Africa. In parts of West Africa, including Sierra Leone, crystals and smooth stones are associated with divination—beliefs in afterlife, dealing with one's ancestors and with bad luck.

The next step for archaeologists on the project, according to Leone, will be to look at religious customs of Sierra Leone for contexts in which the items found would have functioned.

The items, dated from 1800 to 1820, were found in a small

enclosed space in the corner of a ground-story room that was most likely a work space where slaves worked and possibly lived.

The Charles Carroll House of Annapolis, Inc. is a secular, non-profit corporation which was formed by the Redemptorist Order, a Catholic congregation, to restore the Charles Carroll House.

The organization hired Archaeology in Annapolis to conduct archaeological excavation in the house prior to ground-story restoration.

Archaeology in Annapolis, which is a research program sponsored jointly by the Historic Annapolis Foundation and the university, began 10 years ago. During the past decade the program has excavated almost 30 sites in the Historic District of Annapolis. The Charles Carroll House archaeological project began in 1986.

Lisa Gregory

First Impression of College Park Begins Long Association for Elva Eilertson

The first time Elva Eilertson passed by the College Park campus and saw the spire of the Memorial Chapel, she thought, "I'm going to work there some day."

It would be a while before the premonition became reality. She and her husband had just moved to College Park and the young mother of three would wait several years before entering the working world.

But Eilertson did indeed come to work at the university. And after beginning her career in 1967 as a part time secretary in the student aid office, she has been an increasingly active member of the College Park community. A full-time campus worker since 1969 and administrative aide in the Department of Art since 1981, she also has earned a degree in business and management during her career at the university.

Eilertson handles a wide range of duties for the department including work on budgets, payroll, faculty appointments, and departmental purchases. And she distinguishes herself through her work for a variety of committees.

Perhaps the most prominent of these duties has been her work with the department's Minorities and Women Lecture Series Committee.

Since 1988, the series has brought outstanding minority and women artists to the university for public lectures. As a member of the committee, Eilertson is responsible for publicity and arrangements

with the artists invited to participate.

Last spring, Eilertson helped keep the lecture series active through creative thinking. Budget cuts forced the department to cancel five lectures scheduled for the spring. To keep the series afloat, Eilertson suggested that department faculty members fill in on several dates.

Eilertson also represents her department on the Arts Network, a subcommittee of the campus Public Relations Council, and works with the department's Promotion and Tenure Committee.

Throughout her career at College Park, Eilertson has enjoyed working in several different departments and offices, but she is particularly fond of her current assignment.

"This was home to me. I've always been interested in art," Eilertson says.

She also enjoys the strong sense of camaraderie in the department and believes this positive spirit helps her and her colleagues do a better job.

"I feel that our department is one of the friendliest I've encountered," Eilertson said. "We're the first contact the public has with the university in many cases, and I think we give them a good first impression."

Working in the Department of Art has also proven an asset for her greatest enthusiasm in her off-hours: quilting. In addition to earn-



Elva Eilertson

ing her business and management degree as a student-employee, Eilertson has taken many design and drawing classes in the Department of Art.

The sum of Eilertson's experience with the university since that day when she first saw the Memorial Chapel spire has left her with a sense of obligation to College Park.

"After I finished my degree, I really felt I should stay here. I felt like I should give something back," she says.

Brian Busek



Carol Karahadian

Tasty or Terrible? Food Taste Lab Lets Volunteer Panelists Decide

Is conventionally heated food more tasty than microwaved food? Do aquacultured fish such as catfish or striped bass taste as good as their wild cousins? If a cheese company's product suddenly begins to pick up an off flavor, what is the reason?

Questions like these are answered almost daily in the Flavor Analysis Lab in the Department of Consumer Economics and Food Systems.

Carol Karahadian, a food sciences professor, uses both analytical instruments and human taste testers to further extend understanding of food content and how people react to it.

"It's a two-step process," Karahadian says. "We can measure, for example, the content of sugar in a product with our instruments, but perception of sweetness can only be measured by testing the product on humans."

For different studies, Karahadian uses as few as 30 volunteer taste panelists to as many as 250 to compare products for texture, toughness, sweetness, appearance, and other attributes that make food tasty or terrible. Most panelists are faculty, staff, or graduate students who volunteer simply because they find it interesting to evaluate various foods and to further the research in this area.

Volunteer panelists in separate booths taste various foods under red, white or blue light conditions. This sounds very patriotic but it provides panelist objectivity in cases where the color or shade of a food could prejudice perceptions. Red light is used when meats or other products are red, making it impossible to distinguish tones; blue is used when there are varying shades of light-colored foods; and regular white lights are used when food color is unimportant for

a particular study.

"We use three main taste tests," Karahadian says. "A preference test, in which panelists simply indicate which products they like best in order of preference; a descriptive test where the tasters describe their impressions of certain attributes of a food; and a comparison test in which certain attributes such as texture are compared for different products. We always make it clear to each panelist exactly what attributes we want evaluated."

Often, Karahadian finds, people's reactions to food are the opposite of or very different from what would be expected based strictly on instrumental analysis.

"This is why both instruments and human tasters are necessary tools for an accurate evaluation," she says.

Fariss Samarrai

MHEC Establishes Maryland Resource Center for Assessment at College Park

In an attempt to support the assessment and accountability efforts of campuses in the University of Maryland System, as well as other institutions across the state, the Maryland Higher Education Commission has established the Maryland Resource Center for Assessment at College Park.

The goal of the center is to facilitate state university, college and community college assessment efforts.

"Considerable expertise exists throughout the state of Maryland but needs to be organized to become more available to the campuses," says Robert W. Lissitz, director of the center and chairperson of the Measurement, Statistics and Evaluation Department. He adds that the center will provide such support to various campuses.

A volunteer advisory board representing the diversity of institutions in the state will consist of faculty members and faculty

administrators with the "ability, interest, and willingness to try to view, from a statewide perspective, issues related to assessment."

The center also will have a technical support group composed of faculty and staff from the state who are knowledgeable as professionals or users of assessment and accountability information.

"This group should become a bank of expertise that would be able to help others in the state higher education community," says Lissitz. "For example, workshops could be conducted by members of this group."

Two conferences on assessment will be conducted this year. One will focus on using assessment for campus improvement, for statewide coordination of higher education, and using assessment information for management purposes. The other will look at the development and improvement of instruction by faculty and chairpersons.

Another function is to provide a competitive small grants program based upon proposals submitted by personnel from the campuses with 50 percent funded by the center and the other 50 percent by one or more institutions.

Projects to be considered for funding would generate special reports which result in a handbook or workbook for distribution to all campuses and written case studies that summarize examples of "best practice."

A quarterly newsletter will summarize state policy and center activities, present current literature, and focus on campus activities that benefit from adopting assessment models. Lissitz is looking forward to hearing from faculty, staff, and students interested in being a part of any of these efforts. He can be contacted at 405-7873.

Lisa Gregory

MIPS Links Faculty and State Industry

College Park faculty in scientific and technical fields can apply for Maryland Industrial Partnerships (MIPS) grants for joint industry/university research projects.

MIPS provides matching funds for Maryland companies seeking university assistance with product or process development.

Companies range from large established corporations to small start-up firms, from traditional manufacturing to high technology. They often seek advanced solutions to challenging problems or assistance with innovative products. The MIPS projects help them stay competitive in their industries. University researchers benefit as well from direct contacts with companies doing work in their fields.

Typical projects currently underway at College Park include the

following companies and faculty members:

- a high speed analog-to-digital converter—Allied-Signal and H.C. Lin, electrical engineering.
- analysis of impact loading: designing hand tool casings to resist breakage—Black & Decker and Shapour Azarm, mechanical engineering.
- production of natural adhesives from marine organisms—Adheron and Ronald Weiner, microbiology.
- an intelligent bridge program—Great Games Products and Dana Nau, computer science.
- improved production methods for spiral wound tubular products—Stone Industries and James Kirk, mechanical engineering.
- a robotic control system—Laser Application, Inc. and Jackson

Yang, mechanical engineering.

The MIPS program staff matches companies with faculty who then jointly prepare a proposal for evaluation in the competitive MIPS process. Faculty members frequently are instrumental in bringing companies in to apply for the matching grants. While MIPS cannot do research to locate companies needing a specific type of expertise, MIPS staff will follow up on any leads supplied by faculty.

MIPS accepts proposal twice a year. Proposals are evaluated on the basis of technical merit and economic benefit to the state. The deadline for the current round is October 25; the next deadline is May 1. For additional details or to obtain an application packet, call MIPS at 405-3891.

The story about new salmonella tests that appeared in the September 9 issue of *Outlook* was written by Carolyn Myers, a senior journalism major who works in the Office of Technology Liaison.

Graduate School Seeks Fellowship Applications

Applications for up to six Distinguished Faculty Research Fellowships for 1992-93 are being sought by the Office of Graduate Studies and Research. These fellowships are available to associate and full professors who have been full-time faculty members at College Park since Fall 1988. Each College may nominate up to three candidates based upon academic credentials and the merit of project proposals. The largest colleges may select one additional nomination. Recipients will receive \$5,000 for research-related expenses. For more information, call 405-4345.

F.Y.I.

Curriculum Transformation Project Announces Plans for Next Summer

The Curriculum Transformation Project has announced plans for its fourth summer faculty development institute, "Thinking about Women, Gender, and Race."

Initially funded for three years, the project has received an allocation for at least one additional year in response to a recommendation of the Greer Committee, which is charged with overseeing the initiative to enhance the educational experience of undergraduate women.

"While this year's allocation is smaller than in previous years, given the current budget crisis, we

were very grateful for the renewed funding," says Deborah Rosenfelt, project director. "It acknowledges the summer institute's importance to this campus."

The program will run from June 1 to July 10 and will be co-directed by Rosenfelt and Alaka Wali of the Department of Anthropology. Wali, a specialist on women and development, was a faculty participant in the first summer institute held in 1990.

Next year's institute will be able to accommodate 12 full-time permanent faculty from across the campus. Participants will engage in

intensive study of the new scholarship on women, gender, and diversity, and will revise the course outlines for regular undergraduate courses.

Participants will receive \$7,500 as compensation for their work and will also engage in some follow-up activities in the succeeding academic year.

For more information on the Curriculum Transformation Project and the summer faculty development institute, call Rosenfelt at 405-6882.

Focus on SAT Scores: Women's Commission Opposes SAT Requirement

The Scholastic Aptitude Test (SAT) should be dropped as a requirement for admission to the University of Maryland, according to a resolution adopted by the President's Commission on Women's Affairs.

The Commission, whose members include faculty, staff and students, reviewed the research literature and heard testimony from campus experts on testing before passing the resolution.

According to the testimony, the major objection to the SAT is that it discriminates against certain groups of students, especially women, and thus denies them equal access to higher education when used as a criterion for admission and scholarship awards. The SAT is used to predict how well students will do in college, but if it underestimates a student's likely academic performance, that student may be unfairly denied the opportunity to go to college.

Numerous studies have established that the SAT "underpredicts" the college grade point averages of women compared to those of men. Thus, a woman who scores 50 or 60

points (on a scale from 400 to 1600) lower than a man will achieve approximately the same grades. If she gets the same SAT score, she will probably get higher grades.

Defenders of the SAT do not deny that it underpredicts the academic achievement of women. Instead they suggest that women get higher grades in college than men with similar SAT scores because they work harder or because they select easier courses. For example, women more often major in humanities and social sciences, avoiding the science and engineering courses in which grading is tougher. However, a study by the Admissions Office at the Massachusetts Institute of Technology found that women did about as well as men in science and engineering courses even though their SAT scores had been lower.

Another objection to the SAT is that some students may significantly increase their scores by coaching. This gives an unfair advantage to students from more affluent families who can afford to pay for coaching, and thus indirectly discriminates against low-income stu-

dents (including many minority students).

Because of the SAT's bias against women, a federal court in New York state ruled in 1989 that the SAT could not be used as the sole basis for awarding state scholarships. The University of Maryland, like many universities, uses the SAT as only one of several criteria in the admissions process. However, more than 100 colleges and universities have dropped the SAT entirely or make it voluntary for applicants.

The resolution passed by the Women's Commission would allow SAT or other standardized test scores to be submitted voluntarily, but insists no student should be denied admission because of low test scores when other criteria have been satisfied. In a few cases, students with very high test scores may be admitted when high school grades and other credentials are not quite adequate to meet the criteria.

The resolution has been sent to President William E. Kirwan and to the Campus Senate.

Plan Adopted to Improve Undergraduate Retention and Graduation Rates

College Park has initiated a strategic action plan designed to insure that more of its undergraduate students remain in school and earn their diplomas.

The plan includes mandatory advising of all first year students, an "early warning" system to make freshmen aware of their academic performance in their first six weeks, and an academic audit of each student's progress after they have completed 45 credits. It will be implemented over a period of time as resources become available.

The plan contains recommendations regarding all undergraduate students as well as measures that specifically address the retention and graduation of African-American students and those who transfer to College Park from other institutions.

It was developed by a 13-member Retention Review Committee in response to a charge from Provost J. Robert Dorfman. "The plan represents a more centralized, more focused effort that we believe in the long run will allow us to better help students at College Park successfully progress in their undergraduate careers from matriculation through graduation," Dorfman says.

The plan consolidates a number of recommendations made in "Promises to Keep," a blueprint adopted in 1987 to enhance the vitality and strength of undergraduate education at College Park.

Although the overall graduation rate at College Park has improved during the last decade, it is still in the lower range of the graduation rates of nine comparable public

universities. For first-time, full-time freshmen at College Park the five-year graduation rates hover around 50 percent.

The action plan also recommends that the university conduct a study to identify and respond to the issues involving retention and graduation rates for transfer students and that the current system of providing information and advising to transfer students be reviewed to determine if more effective procedures are available.

In addition to the recommendations relating directly to students, the plan also spells out a number of administrative steps to be undertaken by the various academic units and academic support units to improve undergraduate retention and graduation rates.

Tom Otwell

CALENDAR



The Friends of the Maryland Summer Institute for the Creative and Performing Arts present guitarist David Burgess in recital on Monday, Oct. 14 at 8 p.m. in Tawes Recital Hall. The program begins with the oldest known guitar music, composed in Spain during the fifteenth century, and traces the history of Spanish music by way of the Baroque and flamenco to the present. The second half of the program explores the influence of Spanish music on the merengues of the Caribbean, the sambas of Brazil, Indian music of the Andes and dances of the Argentine Pampas. The recital is free and open to the public. Call 405-6543 for information.

OCTOBER 14-23

14 MONDAY

Environmental Policy Seminar: "Growth Management and Environmental Protection in Maryland," Torrey Brown, secretary, Maryland Department of Natural Resources, noon-1:30 p.m., 3102C Morrill Hall. Call 5-6351 for info.

"Writers Here and Now" Reading: Miroslav Holub, 3:30 p.m., 1120 South Campus Surge Building. Call 5-3819 for info.

Horticulture Seminar: "Orchard Floor Management: Present and Future Prospects," David Michael Glenn, USDA-ARS, Kearneysville, WV, 4 p.m., 0128B Holzapel. Call 5-4336 for info.

Entomology Colloquium: "Natural Selection of Plant Resistance to Herbivores in *Datura stramonium*," Juan Nunez-Farfan, Universidad Nacional Autonoma de Mexico and Harvard U., 4 p.m., 0200 Symons. Call 5-3911 for info.

Maryland Water Resources Research Center Seminar: "Fisheries of the Bay: Commercial and Recreational," William Goldsborough, Chesapeake Bay Foundation, 4-5:30 p.m.; refreshments, 3:30, 3103 Chemistry. Call 5-6829 for info.

Friends of the Maryland Summer Institute for the Creative and Performing Arts Recital: "Five Hundred Years of Spanish Music in the Americas," classical guitarist David Burgess, 8 p.m., Tawes Recital Hall. Call 5-7528 for info.

15 TUESDAY

Campus Recreation Services Intramural Entries Open. One-on-one basketball, 8:30 a.m., 1104 Reckord Armory. Call 4-7218 for info.

Employee Development Seminar: "How to Motivate the Unmotivated Employee," 9 a.m.-4 p.m., Training Room, Administrative

Services Bldg. Call 5-5651 for info.

Ecology, Evolution and Behavior Colloquium: "DNA Fingerprinting and Parentage Testing in Primates," Mark Weiss, Wayne State U., noon, 1208 Zoo/Phys. Call 5-6940 for info.

Women in International Security Colloquium: "Human Rights in China," Mary Lord, director, ACCESS, noon, Morrill Hall student lounge. Call 80-8109 for info.

Physics Colloquium: "Ultra High Energy Radiation from Point Sources: Current Problems," Guarang Yodh, U. of California at Irvine, 4 p.m.; refreshments, 3:30 p.m., 1410 Physics. Call 5-5953 for info.

Office of Undergraduate Admissions College Search Informational Meeting, for faculty/staff parents and their high school children, 4:30-6:30 p.m., Prince George's Room, Stamp Student Union. Call 4-8381 for info.

16 WEDNESDAY

Employee Development Seminar: "Strategies to Enhance Your Career and Image," today and tomorrow, 9 a.m.-4 p.m., Training Room, Administrative Services Bldg. Call 5-5651 for info.

Molecular and Cell Biology Seminar: "Muscarinic Receptor Signal Transduction Pathways in Rat Parotid Gland," B. Baum, NIH, Bethesda, 12:05 p.m., 1208 Zoo/Phys. Call 5-6991 for info.

Center for Teaching Excellence Conversations About Teaching: "Engagement and Instruction in Cooperative Learning," Ben Shneiderman, Computer Science, noon-1:30 p.m., Maryland Room, Marie Mount. Call 5-3154 for info.

Theatre Educational Enhancement Program: "Sounding the Arts and Humanities," symposium

on ideas, issues and history of *Bring Back Broadway*, noon, 1102 F.S. Key. Call 5-2201 for info.

Counseling Center Research and Development Meeting: "A Psychosocial Model for Counseling the HIV-Infected Child," Mary Ann Hoffman, Counseling and Personnel Services, noon-1 p.m., 0106-0114 Shoemaker. Call 4-7691 for info.

Men's Soccer vs. UDC, 3 p.m., Denton Field. Call 4-7070 for info.

Center for International Business Education and Research (CIBER) Seminar: "Ethiopia: Current Conditions and Development Opportunities," Lemma Senbet, 3-5 p.m., 1109 Adult Education Center. Call 5-2136 for info.

Campus Club Meeting: "University College: Adult Education at Maryland and the Adult Education Center," Julian Jones, vice president for Institutional Advancement, University College, 7:30 p.m., Rossborough Inn. Call 445-0020 for info.

Architecture Lecture, Adam Gross, architect, Ayres Saint Cross, Baltimore, on recent work, 7:30 p.m., Architecture Auditorium. Call 5-6284 for info.

Twentieth Century Ensemble Concert, 8 p.m., Tawes Recital Hall. Call 5-5548 for info.

17 THURSDAY

School of Public Affairs Distinguished Board of Visitors Lecture: "America's Space Program: a 20/20 Hindsight," Norman Augustine, chair and CEO of Martin Marietta, 10 a.m., Tawes Recital Hall. Call 5-6342 for info.

Undergraduate Studies Program: "Opportunities for Graduate and Professional Education," information packets and light refreshments, 3:30 p.m., 1240 Zoo/Phys. Call 5-9352 for info.

University Theatre: Bring Back Broadway, songs from dozens of Broadway musicals, today-Oct. 19, 8 p.m.; "Meet the Artists," 7-7:40 p.m., Tawes Theatre. \$10 standard admission; \$8 students and seniors. Call 5-2201 for info.

18 FRIDAY

AAUW and University Club Published Women's Luncheon: Virginia Haufler, Government and Politics, noon-1 p.m., Rossborough Inn. Call 4-8013 for info.

Mental Health Service Lunch 'n Learn Seminar: "Clinical Issues for Loss and Grief," Mila Tecala, social worker, 1-2 p.m., 3100E Health Center. Call 4-8106 for info.

First National Bank of Maryland Research Colloquium in Finance: "The Upstairs Market for Large-Block Transactions: Analysis and Measurement of Price Effects," Ananth Madhavan, U. of Pennsylvania, 1-2:30 p.m., 2102 Tydings. Call 5-2256 for info.

University of Maryland Chorale Fall Concert, Roger Folstrum, conductor, 8 p.m., Tawes Recital Hall. Call 5-5548 for info.

University Theatre: Bring Back Broadway, songs from dozens of Broadway musicals, 8 p.m., Tawes Theatre (see Oct. 17 for details).

Theatre Department to Host Seminars on Season's Productions

University Theatre is offering two new programs this season, as part of an ongoing educational and cultural enhancement program. The first, "Theatre: Sounding the Arts and Humanities," is a lunch-hour symposium on the ideas, issues and history behind each of the five 1991-92 University Theatre productions. The second program enables theater-goers to meet the artists behind each of the productions. Directors and designers will share their concepts, design sketches, plans, renderings and models that have led to the current production. For information and dates, call the theater Box Office at 405-2201.

19 SATURDAY

Minority Focus Day, 8:30 a.m., Colony Ballroom, Stamp Student Union. Call 4-8366 for information.

Women's Field Hockey vs. Duke, 1 p.m., Astroturf Field. Call 4-7070 for info.

University Theatre: Bring Back Broadway, songs from dozens of Broadway musicals, 8 p.m., Tawes Theatre (see Oct. 17 for details).

10th Anniversary Season Artist Scholarship Benefit Gala Concert, Guameri String Quartet and Santiago Rodriguez, 8 p.m., Adult Education Center. Call 5-5548 for info.

20 SUNDAY

Men's Soccer vs. Clemson, 2 p.m., Denton Field. Call 4-7070 for info.

Women's Soccer vs. Monmouth, 3:30 p.m., Denton Field. Call 4-7070 for info.

21 MONDAY

Parents' Association Art Gallery Exhibit: "Honoring the Chesapeake: Art, Science, and Ecology," featuring the lithograph drawings of Neil Harpe, today-Oct. 25, Parents' Association Gallery, Stamp Student Union. Call 4-2787 for info.

Art Gallery Exhibition: "Dreams, Lies, and Exaggerations: Photomontage in America," featuring 122 works of art, including magazine lay-outs, book jackets, brochures as well as fine art photography, Oct. 21-Dec. 20; opening reception, Oct. 21, 5:30-7:30 p.m., The Art Gallery. Call 5-2763 for info.

Center for International Extension Development Seminar: "Extension's Role in Marketing: A Global Perspective," David L. Holder, U.S. Department of Agriculture, noon-1 p.m. (bring lunch), 0115 Symons. Call 5-1253 for info.

Horticulture Seminar: "The Use of New Cover Crop Management Systems for Weed Suppression and Control in Vegetable Crop Production," John Teasdale, USDA-ARS, Beltsville, 4 p.m., 0128B Holzapel. Call 5-4336 for info.

Entomology Colloquium: "Identification of Bursicon in the House Fly, *Musca domestica*, with Monoclonal Antibody," Qisheng Song, Entomology, 4 p.m., 0200 Symons Hall. Call 5-3911 for info.

Maryland Water Resources Research Center Seminar: "Groundwater Contamination," Robert Shedlock, U.S. Geological Survey, 4-5:30 p.m.; refreshments, 3:30 p.m., 3130 Chemistry. Call 5-6829 for info.

Campus Recreation Services: Timex Fitness Week begins, 4 p.m., 1104 Reckord Armory. Call 4-7217 for info.

22 TUESDAY

Campus Recreation Services: Intramural entries open, coed basketball and 3-on-3 basketball, 8:30 a.m., 1104 Reckord Armory. Call 4-7217 for info.

Ecology, Evolution and Behavior Colloquium: "Interactions Among Three Tropic Levels: Sex Ratios and Plant Quality in Parasitoid-Host Interactions," Laurel

Fox, program officer for ecology, NSF, noon, 1208 Zoo/Phys. Call 5-6946 for info.

Center for International Development and Conflict Management "Brown-Bag" Seminar: "Human Rights Education in the Philippines," Richard Claude, Government and Politics, 12:30 p.m. (bring lunch), second floor, Mill Bldg. Call 4-7703 for info.

Career Development Center Graduate and Professional Fair, 200 admissions representatives nationwide, featuring law schools today and graduate schools Oct. 23, 2-7 p.m., Marvin Center, George Washington U. Call 47225 for info.

Physics Colloquium: "The Physics of Dance," Ken Laws, Dickinson College, 4 p.m.; tea, 3:30 p.m., 1410 Physics. Call 5-5953 for info.

Michael D. Dingman Center for Entrepreneurship Seminar: "From Entrepreneurial Dreams to Business Reality: Business Strategies for New Ventures," 6-9 p.m., Holiday Inn, Calverton (\$35 includes dinner). Call 5-2151 for info.

Women's Field Hockey vs. West Chester, 7 p.m., Astroturf Field. Call 4-7070 for info.

Symphonic and Wind Ensemble Concert Band Concert, John Wakefield and Richmond Sparks, conductors, 8 p.m., Adult Education Center. Call 5-5548 for info.

Saxophone Studio Concert, 8 p.m., Tawes Recital Hall. Call 5-5548 for info.

23 WEDNESDAY

Employee Development Seminar: "Developing and Managing the High Performance Team," today and tomorrow, 9 a.m.-4 p.m., Training Room, Administrative Services Bldg. Call 5-5651 for info.

Zoology Colloquium: "Brofedlin A, a Golgi-Reducing Drug, Forms Cation Channels in Membranes," Martin Zizi, Nephrology, Walter Reed Army Institute of Research, 3:30 p.m., 1208 Zoo/Phys. Call 5-6925 for info.

Men's Soccer vs. Lasalle, 3 p.m., Denton Field. Call 4-7070 for info.

Anthropology Seminar: "Indigenous Peoples, Universal Values: A New Policy at The World Bank," Scott Guggenheim, Environment Division, The World Bank, 3:30-5 p.m., 0103 F.S. Key. Call 5-1436 for info.

Center for International Education and Research Seminar: "Current Situation in the USSR: Implications for U.S. Business and Management Education," Leonid A. Bazilevich, Leningrad Institute of Finance and Economics, 3-5 p.m., 0109 Adult Education Seminar. Call 5-2136 for info.

Campus Recreation Services: "World's Largest Aerobics Class," 5 p.m., Reckord Armory Gym. Call 4-7217 for info.

Architecture Lecture, Teofilo Victoria, architect and professor, U. of Miami, on recent work, 7:30 p.m., Architecture Auditorium. Call 5-6284 for info.

* Admission charged for this event. All others are free.



Printed on Recycled Paper